

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 5**

LB&B ASSOCIATES INC.

Employer

and

Case 5-RC-15989

INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS, AFL-CIO

Petitioner

**DECISION AND DIRECTION OF ELECTION**

On May 26, 2006, the Region conducted a representation hearing in this case. Upon the commencement of the hearing, the parties reached stipulations covering all litigable issues. The sole issue on which parties were unable to agree was the date of the election. The hearing officer properly concluded that the determination of the date of the election is a matter for administrative decision by the Regional Director. *Halliburton Services*, 265 NLRB 1154 (1982); *Manchester Knitted Fashions*, 108 NLRB 1366 (1954). Accordingly, the hearing officer permitted the parties to put on evidence solely to assist the Regional Director in making this determination.

The parties waived the filing of briefs.

The Employer is a North Carolina corporation which is engaged in the business of providing operations and maintenance services for the Naval Weapons Station, Yorktown Fuel Division in Yorktown, Virginia. The parties stipulated, and I find, that the following employees constitute an appropriate unit for purposes of collective bargaining:

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All full-time and regular part-time employees, including fuel distribution service operators and computer operators (automated fuel handling equipment operators) employed by the Employer at the Naval Weapons Station, Yorktown Fuel Division, Yorktown, Virginia, but excluding all office clerical employees, professional employees, managerial employees, guards and supervisors as defined in the National Labor Relations Act.

There are approximately 9 (nine) employees in the stipulated unit, and there is no history of collective bargaining.

### **CONCLUSIONS AND FINDINGS**

Based upon the entire record in this matter and in accord with the discussion above, I find and conclude as follows:

1. The hearing officer's rulings made at the hearing are free from prejudicial error and are affirmed.
2. As stipulated by the parties, the Employer is an employer as defined in Section 2(2) of the Act and is engaged in commerce within the meaning of Sections 2(6) and (7) of the Act, and it will effectuate the purposes of the Act to assert jurisdiction in this case.
3. The Petitioner, International Association of Machinists and Aerospace Workers, AFL-CIO, is a labor organization as defined in Section 2(5) of the Act, and claims to represent certain employees of the Employer.
4. There is no prior history of collective bargaining between the Petitioner and the Employer.
5. A question affecting commerce exists concerning the representation of certain employees of the Employer within the meaning of Section 9(c)(1) and Sections 2(6) and (7) of the Act.
6. The parties stipulated that the Employer, LB&B Associates, Inc., a North Carolina corporation, with an office and place of business in Columbia, Maryland, is engaged in the business of providing operations and maintenance services, at the Naval Weapons Station, Yorktown Fuel Division in Yorktown, Virginia. During the past 12 months, a representative period, the Employer, in conducting its business operations described above, performed services valued in excess of \$50,000 in States other than the Commonwealth of Virginia.

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7. I find the following employees of the Employer constitute a unit appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time employees, including fuel distribution service operators and computer operators (automated fuel handling equipment operators) employed by the Employer at the Naval Weapons Station, Yorktown Fuel Division, Yorktown, Virginia, but excluding all office clerical employees, professional employees, managerial employees, guards and supervisors as defined in the National Labor Relations Act.

### **DIRECTION OF ELECTION**

The National Labor Relations Board will conduct a secret ballot election among the employees in the unit found appropriate above. The employees will vote whether or not they wish to be represented for purposes of collective bargaining by International Association of Machinists and Aerospace Workers, AFL-CIO. The date, time, and place of the election will be specified in the notice of election that the Board's Regional Office will issue subsequent to this Decision.

#### **A. Voting Eligibility**

Eligible to vote in the election are those in the unit who were employed during the payroll period ending immediately before the date of this Decision, including employees who did not work during that period because they were ill, on vacation, or temporarily laid off. Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, in an economic strike which commenced less than 12 months before the election date, employees engaged in such strike who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Unit employees in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause since the designated payroll period; (2) striking employees who have been discharged for cause since the strike began and who have not been rehired or reinstated before the

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election date; and (3) employees who are engaged in an economic strike that began more than 12 months before the election date and who have been permanently replaced.

### **B. Employer to Submit List of Eligible Voters**

To ensure that all eligible voters may have the opportunity to be informed of the issues in the exercise of their statutory right to vote, all parties to the election should have access to a list of voters and their addresses, which may be used to communicate with them. *Excelsior Underwear, Inc.*, 156 NLRB 1236 (1966); *NLRB v. Wyman-Gordon Company*, 394 U.S. 759 (1969).

Accordingly, it is hereby directed that within 7 days of the date of this Decision, the Employer must submit to the Regional Office an election eligibility list, containing the full names and addresses of all the eligible voters. *North Macon Health Care Facility*, 315 NLRB 359, 361 (1994). This list must be of sufficiently large type to be clearly legible. To speed both preliminary checking and the voting process, the names on the list should be alphabetized (overall or by department, etc.). Upon receipt of the list, I will make it available to all parties to the election.

To be timely filed, the list must be received in the Regional Office, National Labor Relations Board, Region 5, 103 South Gay Street, <sup>8th</sup> Floor, Baltimore, MD 21202, on or before **June 6, 2006**. No extension of time to file this list will be granted except in extraordinary circumstances, nor will the filing of a request for review affect the requirement to file this list. Failure to comply with this requirement will be grounds for setting aside the election whenever proper objections are filed. The list may be submitted by facsimile transmission at (410) 962-2198. Since the list will be made available to all parties to the election, please furnish a total of two copies, unless the list is submitted by facsimile, in which case no copies need be submitted. If you have any questions, please contact the Regional Office.

### **C. Notice of Posting Obligations**

According to Section 103.20 of the Board's Rules and Regulations, the Employer must post the Notices to Election provided by the Board in areas conspicuous to potential

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voters for a minimum of 3 working days prior to the date of the election. Failure to follow the posting requirement may result in additional litigation if proper objections to the election are filed. Section 103.20(c) requires an employer to notify the Board at least 5 full working days prior to 12:01 a.m. of the day of the election if it has not received copies of the election notice. *Club Demonstration Services*, 317 NLRB 349 (1995). Failure to do so estops employers from filing objections based on nonposting of the election notice.

#### **D. Notice of Electronic Filing**

In the Regional Office's initial correspondence, the parties were advised that the National Labor Relations Board has expanded the list of permissible documents that may be electronically filed with the Board in Washington, D.C. If a party wishes to file one of these documents electronically, please refer to the Attachment supplied with the Regional Office's initial correspondence for guidance in doing so. The guidance can also be found under "E-Gov" on the National Labor Relations Board web site: [www.nlr.gov](http://www.nlr.gov)

#### **RIGHT TO REQUEST REVIEW**

Under the provisions of Section 102.67 of the Board's Rules and Regulations, a request for review of this Decision may be filed with the National Labor Relations Board, addressed to the Executive Secretary, 1099 14th Street, N.W., Washington, D.C. 205700001. This request must be received by the Board in Washington by 5 p.m., E.D.T. on **June 13, 2006**. The request may not be filed by facsimile.

/s/Wayne R. Gold

(SEAL)

Dated: May 30, 2006

Wayne R. Gold, Regional Director National  
Labor Relations Board, Region 5  
103 S. Gay Street  
Baltimore, MD 21202

Re: LB&B Associates Inc.

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May 30,